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contraction of city debts, and these in turn became more prominent after constitutional restrictions had limited the borrowing power of the States. R. P. F.

METHODS OF INDUSTRIAL REMUNERATION. By DAVID F. SCHLOSS. Pp. xx. and 287. New York : G. P. Putnam's Sons. London : Williams & Norgate. 1892.

The author of this valuable little book is already known as a writer in the *Fortnightly Review*, the *Contemporary Review*, the *Economic Review* and the *Economic Journal*, and also as the author of the Chapter on the London boot trade in Mr. Chas. Booth's *Labor and Life of the People*. The present treatise is at once a summary and a continuation of his previous work.

The book treats solely of the methods of industrial remuneration considered apart from the amount. It is based on (1) the wide and varied observations of the author, at first hand, in numerous factories and workshops, mines, etc. ; (2) the recent parliamentary investigations into the condition of the laboring classes, the "sweating system," etc., the reports of other systematic inquiries into the same subject by different bodies, as for instance the Social Economy Section of the Paris Exhibition of 1889 ; and (3) the recent publications on Labor, Wages, Profit-Sharing, Co-operation, etc.

The immense amount of material compressed into the comparatively small space is yet thoroughly digested and treated in a way that shows great powers of accurate observation and scientific analysis. The chief fault of the book is, perhaps, the too strict systematization which leads, at times, to wearying repetitions.

The discussion may be divided into two parts ; (1) the wage system in its various forms, (2) the different methods of Profit-Sharing and Co-operation. The first few chapters are devoted to an analysis of the different kinds of wages.

The author then turns to a discussion of the sub-contract system, with a view to ascertaining how far that system is responsible for "sweating." He finds that "sweating" is by no means confined to this method ; many forms of sub-contract are entirely free from this evil and many other forms of remuneration afford equal opportunity for it. "The gist of the whole matter is that the workingman, who complains of the work being done under the 'method' of sub-contract, complains because the work might be, and is not, done under a foreman or other superintendent remunerated by time-wage and, for this reason, free from any strong incentive to bully the subordinate workers into over-exertion." (p. 131.)

Interesting is the restatement of the reasons why the working man objects to doing his "level best ;" these being, among others, (1) that the "Lump of Labor" (meaning a fixed, unvariable amount of work existing at any one time) may be spread out thin over the whole body of working people and (2) that any addition to the number of the unemployed not only casts an additional burden on the Trades Unions but increases the number of those ready to "scab the work."

Undoubtedly the most interesting part of the book is the author's criticism of Profit-Sharing, which he condemns in sweeping terms. "The most important of all the respects, in which this novel method compares unfavorably with the old-fashioned wage-system, is the manner in which Profit-Sharing offends against that cardinal principle of industrial remuneration which demands 'that every man shall receive his own reward according to his own labor.' (p. 189). Profit-Sharing, Mr. Schloss maintains, is only justifiable as an attempt to give to the worker those extra profits which shall result from the extraordinary zeal shown by him. As far as those extra profits are the result of the extra zeal shown by the worker, he is entitled to the whole of them and in many of the older forms of remuneration he would not fail to receive them, through any mismanagement or mal-

advertence on the part of the employer, as could be shown to be too often the case with Profit-Sharing. The author admits that there are cases in which it is impossible to measure the amount of extra zeal shown, other than as it shows itself in the profits, but even these cases the wage-systems of "progressive piece-wage" or of "collective gain-sharing" would not fail to cover. The flippant criticism of Profit-Sharing, so often heard, namely, that the losses are not also shared, is answered by the statement that if the worker expend extra force and zeal, in the hope of a share in the profits and there be no profits, he loses as well as the employer, in that he gets no return for his extraordinary exertion.

The discussion of Co-operation is a valuable addition to the literature on this subject. The author would lay more stress on the social significance of the movement than on its economic importance. "For the co-operative method, training men, as it does, to habits of self-control, developing, as it does, mutual good-will between loyal associates, and promoting, as no other method can do, self-respect and self-reliance, merits the admiration of all who have at heart the welfare of their fellow-citizens." (p. 264.)

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